

The LEAD Forward February Brief

Leading Through Change: Building Cohesion and Resilience with Meaningful Conversations

Leadership teams are feeling the strain of economic shifts, team uncertainty, and project overload. Facing the relentless everyday pressure can leave teams and key managers feeling more than a little worn out. We have heard just some of the pressing challenges our clients are facing, that both directly and indirectly affect team cohesion and overall organizational health.



Most Pressing Challenges:

- **The Challenge of Speed:** As companies have become more global, there is no doubt this brings complexity. Undeniably, complex systems create diversity in the supply chain. Often leaders centralize control systems, which often don't work as well together. The paradox of the need for control and for speed and agility can bring tension.
- **Financial Constraints:** Most companies are expecting a tough year, especially in the more established markets. Key Performance Results are an effective and well-used tool to manage costs. But what happens when the KPIs start to compete across divisions and mis-communications arise in the relationships between senior leaders?
- **The rise of AI:** The rise of AI has brought with it a wave of automations that affect the whole workforce. From transforming the way customers interact with products and solutions to changing whole supply chains. Naturally AI can help solve some of even the most wicked of problems. Yet, the impact on the workforce needs to be managed with a carefully thought-through strategy to mitigate unplanned risks.
- **Geopolitics:** The rise of extremes in political views can polarize emotional reactions and individual responses to power relations. The uncomfortable reality of an increasingly fractious world is impacting a changing workplace. Without surfacing and discussing the tensions in a healthy way, views and opinions can come into conflict with the values of the company.



Considering what is going on for leaders, the last thing teams need is another pointless meeting on their already overflowing calendars. Like many of our clients, you are probably looking for a way to make your leadership offsites not just another item on the agenda, but a pivotal moment of real impact and change. We often receive requests for support from top leaders to create dialogue which has real, lasting impact. The request is clear: this one must be different. It must count. It must have the right mix of the hard business updates and human connection. Offsites are not just an investment in relationships, they are a strategic imperative to equip leaders to face the pressing challenges of today's challenging business environment. Here are some of the examples of how clients face some of their most pressing challenges

- **Creating meaningful connections**

Transforming leadership dialogue which ignites change, enhances communication, and strengthens connections within teams. We can support the way budget owners blend essential business focus with an approach to tackle difficult and often complex social issues.

- **Ensuring clarity**

Through innovative formats like Silent Leadership Walks, Feedback Circles and Communication Slams or customized strings of Liberating Structures, facilitation can ensure a shared understanding and commitment to action.

- **Tackling difficult conversations**

Allowing difficult issues to be addressed in a respectful, inclusive way. The conversations that many leaders avoid just because they might bring conflicting views are the very ones we can support to happen.

- **Offering new perspectives**

Stepping away from only the KPI dashboard, with an experienced facilitator offers a fresh lens through which leadership teams can view challenges and opportunities, with a new way of looking at how impact is created.

Our role at LEAD Forward is to facilitate strategic business dialogue from mundane to monumental, and create bigger impact. Together, we can create outcomes that not only meet but exceed your expectations, setting a new standard for what leadership conversations can and should achieve.